

## Message Text

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INFO OCT-01 ISO-00 IO-14 AID-05 CEA-01 CIAE-00 COME-00  
EB-08 EA-12 FRB-01 INR-10 NEA-10 NSAE-00 USIA-15  
OPIC-06 SP-02 TRSE-00 LAB-04 SIL-01 AGRE-00  
OMB-01 SS-15 HA-05 NSC-05 /128 R

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EUR/RPM - E REHFELD  
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EUR/RPE - P L LAASE

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P R 250013Z FEB 78  
FM SECSTATE WASHDC  
TO AMEMBASSY THE HAGUE PRIORITY  
AMEMBASSY BRUSSELS  
AMEMBASSY LONDON  
AMEMBASSY BONN  
AMEMBASSY ROME  
INFO AMEMBASSY PARIS  
USMISSION USNATO

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USOECD

E.O. 11652: N/A

TAGS: AORG, NATO, OECD

SUBJECT: CCG: JOINT PENSION SCHEME

REF: (A) 77 STATE 225147;  
(B) CCG/W(77)26 (REVISED) (NOTAL)

1. ACTION ADDRESSEES ARE REQUESTED TO CONTACT APPROPRIATE  
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HOST GOVERNMENT OFFICIALS TO DELIVER THE FOLLOWING MESSAGE  
CONCERNING THE JOINT PENSION SCHEME OF THE COORDINATED  
ORGANIZATIONS (OECD, NATO, EUROPEAN SPACE AGENCY, WESTERN  
EUROPEAN UNION, AND COUNCIL OF EUROPE, TO BE CONSIDERED  
IN MARCH 1 MEETING OF THE OECD EXECUTIVE COMMITTEE.

2. AS YOU KNOW, THE OECD IS CURRENTLY IN FINAL STAGES OF

DISCUSSION RELATIVE TO WOMEN'S RIGHTS UNDER THE JOINT PENSION SCHEME. UNDER THE SCHEME IN ITS PRESENT FORM, WIDOUERS OF FEMALE EMPLOYEES OF THE COORDINATED ORGANIZATIONS DO NOT HAVE REVERSION RIGHTS IN THE EVENT OF THE DEATH OF THEIR SPOUSE, WHEREAS WIDOWS OF MALE EMPLOYEES DO HAVE SUCH RIGHTS. THIS DISCRIMINATES AGAINST SURVIVING SPOUSES OF FEMALE EMPLOYEES.

3. THE US POSITION ON THIS MATTER, ALONG WITH THE MAJORITY OF OECD MEMBER COUNTRIES, IS THAT WOMEN EMPLOYEES SHOULD BE

GRANTED EQUAL RIGHTS UNDER THE SCHEME. THE US POSITION IS CONSISTENT WITH ITS NATIONAL SOCIAL SECURITY SYSTEM, AND WITH THE SYSTEM RECENTLY ADOPTED FOR UNITED NATIONS EMPLOYEES. IF THE PRESENT DISCRIMINATION IN THE SCHEME IS ALLOWED TO CONTINUE THE US GOVERNMENT COULD FACE DIFFICULTY IN MEETING ITS OBLIGATIONS AS A MEMBER OF THE OECD; PARTICULARLY IF ANY NATIONAL US GROUP WERE TO TAKE ISSUE WITH US PARTICIPATION ON CONSTITUTIONAL GROUNDS OR RAISE THIS PROBLEM IN CONGRESS WHERE THE EQUAL RIGHTS MOVEMENT IS STRONG.

4. FURTHERMORE, MORE AND MORE FREQUENTLY US PRIVATE FOUNDATIONS, WHICH FUND MANY ACTIVITIES WITHIN THE OECD, ARE ADOPTING ANTI-DISCRIMINATION CRITERIA FOR AWARDED GRANT TO ORGANIZATION OF ANY KIND.

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5. THE USG THEREFORE HOPES THAT YOUR GOVERNMENT WILL BE ABLE TO SUPPORT IN DISCUSSIONS SCHEDULED FOR MARCH 1 IN THE EXECUTIVE COMMITTEE A CHANGE IN THE PENSION SCHEME EQUALIZING REVERSION RIGHTS FOR ALL EMPLOYEES REGARDLESS OF SEX.

6. FYI. THIS ISSUE MAY BE CONSIDERED BY COUNCILS OF OTHER

COORDINATED ORGANIZATIONS IN THE NEAR FUTURE. SINCE ALL MEMBERS OF THE COORDINATED ORGANIZATIONS ARE REPRESENTED IN THE OECD, A DECISION BY THE OECD COUNCIL SHOULD FACILITATE QUICK ACTION BY COUNCILS OF OTHER COORDINATED ORGANIZATIONS. END FYI. VANCE

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## Message Attributes

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**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
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